

Abstract 323

TITLE: Teaching Future Managers How to Develop and Implement Workplace AIDS/HIV Policies and Education Programs

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ISSUE: How to effectively deal with employees who have AIDS or are infected with HIV is a topic that management educators seldom discuss in their classes. Yet, with the rapidly increasing number of workers (in the US and globally) who are infected with or affected by HIV, it is imperative that future managers learn how to deal with the challenges of AIDS/HIV in the workplace.

SETTING: Select undergraduate and graduate courses (e.g., Principles of Management, Human Resource Management, Business and Society, Ethical and Legal Issues, and Strategic Management) taught in collegiate schools of business.

PROJECT: Recent research conducted for the U.S. Centers for Disease Control and Prevention (CDC) concludes that it is necessary for US business schools to teach future managers how to develop and implement workplace AIDS/HIV policies and education programs. Learning these skills will help managers to minimize employee fear and prejudice, work disruption, lost productivity, and lawsuits and will help them comply with the ADA, the Rehabilitation Act of 1973, and state and local anti-discrimination statutes. Implementing AIDS/HIV education programs in Organizations will help prevent the spread of HIV. An intervention for incorporating AIDS/HIV education in undergraduate and graduate management courses is presented in this paper. The program includes a detailed course outline and a comprehensive list of support materials and learning exercises (e.g., articles, cases, videos, written assignments).

RESULTS: The author has used this intervention in several undergraduate management courses and has used it to develop a one-credit elective graduate course for Master of Business Administration (MBA) students. Formal course evaluations and informal feedback indicate that students are both interested and receptive. Many MBA students cite the course ("AIDS in the Workplace: Issues and Answers") as being very beneficial and a highlight of their degree program.

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